after studying all these things? What do these Registrars do except writing on the back of the document. "ചട്ടമ്പിക്കു ഹാജരാക്കി വരിനെന്നാ മണിക്കു സമ്മതിച്ചു" (*Loud laughter*). After studying all these Acts, i. e., the Constitutional Law, the Contract Act, Negotiable Instruments Act, from morning till evening, what do they do? They accept a post on Rs. 60, and what is their work?

From this we can clearly see that they are incompetent for anything else. Go to the public and get yourself certified as competent. Then you can come up. You can make more money. The Diwan Peishkar is only a B. A. There are many Christian B. A.s. and B. L.s., Why not appoint one of them for the post? But the Christian B. A. and B. L. wants only Rs. 40. A Vakil in the Munsiff's Court will get Rs. 40 by a single commission. All these clearly show that they are incompetent men and are creating all these hububs because these Christian B. A. and B. L.s. are not able to earn Rs. 40 outside Government service.

Mr. A. B. SALEM.

Under S.O. 26 I propose that the House may pass on to the next item of business.

Mr. N. PADMANABHA MENON.

Sir, I beg to second it.

The President put the adjournment motion to votes, and it was carried by a large majority.

Time Scale in the Police Department.

PSESIDENT.

The next resolution is Mr. Salem's. You may move it.

Mr. A. B. SALEM.

Sir, I beg to move that "*this Council recommends to the Government to reorganise the superior staff of the Police force and place the Station House in charge of the Inspectors on a time scale and salary and abolish Sub-Inspectorships.*"

Sir, I have brought this motion before this House, because I believe from what I know that there is an amount of discontent amidst the superior staff of the Police. The Government have shelved the question here, and have repeatedly stated that they are not aware of any discontent amidst the superior staff of the Police force. But, Sir, my information is first hand, and I believe that there is an amount of discontent. I have had occasion to speak to as many as 9 Sub-Inspectors, and every one was grumbling at his lot. I, therefore, thought it would be doing a good service to the country at large, if the custodians of peace in the country are put on a basis of satisfaction. Sir, in Travancore every Station House is in charge of an Inspector.

PRESIDENT.

And in British India?

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Mr. A. B. SALEM.

In British India they are A. S P.s.

Mr. M. KRISHNA MENON.

In Travancore the name is only changed.

PRESIDENT.

In Travancore there are no Sub-Inspectors.

Mr. M. KRISHNA MENON.

They are Inspectors, but it is only a change of name.

Mr. A. B. SALEM.

There is some difference in the name and in the grade. The Inspector's dress is a little different from that of the Sub-Inspector's.

PRESIDENT.

Everywhere, even in Cochin.

Mr. A. B. SALEM.

The idea of the people is that an Inspector is a superior sort of personage to a Sub-Inspector, and, therefore, if there is anything in the name, the name of the Sub-Inspector might be abolished altogether, and these Sub-Inspectors styled as Inspectors. There is nothing in the name, and there is nothing objectionable for the Government to accept that part of the resolution. We have got here 18 Sub-Inspectors and one camp Sub-Inspector. Their pay now is, to start with Rs. 50, and the last grade Sub-Inspector is only at present a third class officer. Sir, to see, that a noble officer travelling with the constable in the same third class compartment as the criminals under the charge of the constable is not an edifying sight. Now, that is the situation. It is derogatory to the dignity of that Police officer, and that is the anomaly with reference to Sub-Inspectorship. In Travancore, Mysore, British India and elsewhere, all these persons, who do exactly the same kind of work as the Sub-Inspectors do in Cochin, start on a higher salary than they get at present. They start on a pay, I understand, on Rs. 65—70.

Here, again, we have two first grade Sub-Inspectors, 2 in the second grade, 5 in the third grade and 9 in the fourth grade. The fourth grade officer draws Rs. 50, to start with, the third grade Rs. 60, the second grade Rs. 70 and the first grade Rs. 80. Now, we have only 2 persons in the first grade and two in the second grade. Now, in the field there are young men, and their prospects are absolutely nil. To go from one grade to another grade even is not easy at present, and it

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is highly detrimental to the body politic and public safety. I cannot say the consequences, if the Police, who are the custodians of person and property and the peace of the country, have no prospects in their work. They have absolutely no prospect to rise from one grade to another ; because, if you look into the ages of these Sub-Inspectors, you will find they are only middle-aged persons, and it will take a very long time to get a vacancy in the higher grade. By means of the selection from outside, you have shut the door to all prospects, even to the first grade Sub-Inspectors to rise to the Inspectorship. You have recruited men from outside. You have now selected three men, and have sent them to Vellore for training, of whom one will be in due course the Commissioner of Police, and the others will be Division Inspectors. Where is the chance for these 18 Sub-Inspectors to have a higher salary or to have one higher employment in the Police force, here? Besides, what would be the prospect of the smaller force? It is a condition certainly not salutary. When Sub-Inspectors were to be appointed, and when applications were invited, I understand that there were 200 candidates, from whom 13 selections were to be made.

PRESIDENT.

For Sub-Inspectorships? Was it elucidated in answer to any question?

Mr. A. B. SALEM.

That is the information which the Government can verify. In British India the Head-constable can rise to become the D. S. P. Now, I can point out one instance of such an appointment—in the appointment of Mr. Ammu Sahib of Malabar.

Mr. SHEIK ABDUL QADIR SAHIB BAHADUR.

It is very rare that a Sub-Inspector would rise to become a D. S. P. As to the case of Mr. Ammu Sahib, he was a Sub-Inspector and not a Head-constable. The information is incorrect. Mr. Ammu Sahib was a Sub-Inspector to start with and not a Head-constable.

Mr. A. B. SALEM.

I have been given this information. It may be wrong or it may be right. Sub-Inspectors can rise to become D. S. P.s. Our Commissioner is an instance of that, and in Manjeri, Mr. Mannarghat Nanu Menon has also risen in the same way.

PRESIDENT.

We met the gentleman at Shoranur.

Mr. SHEIK ABDUL QADIR SAHIB BAHADUR.

He is only the D. S. P. In Travancore we have a D. S. P. in Mr. Nanu Pillai, who has also risen from the rank of a Sub-

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Inspector. It is impossible now for any of these Sub-Inspectors to aspire to have an Inspectorship in the State, because the young men that have been selected will be very junior in point of service.

PRESIDENT.

Unless we increase the number of Inspectors from two to four.

Mr A. B. SALEM

I am making the ground clear for the reorganisation of the Police force. Now, there is no chance for any of these Head-constables to come up to the standard of Sub-Inspectors.

PRESIDENT.

If there is a block at the top, the whole thing is blocked.

Mr. A. B. SALEM.

These Sub-Inspectors are young men who have come into the department with high aspirations and hopes, and now they find all that have been shattered. So, I suggest, as a reorganisation, that these Sub-Inspectors at least be given a time scale, and graded pay, to be attained to by good work and character exhibited. Let them be given some prospects, some incentive to turn out good work; otherwise it reflects upon the country, and the *morale* of Police administration in the country will be deteriorated in the immediate future. This is the one department on which the safety of the public depends. You can understand what an amount of temptation will be in their way, if they have no prospects, and that will tell upon the department and the poor, and the public will suffer. Unless we pay these men well to keep up an absolutely unsullied character with some prospects in the department, the poor in the land are certain to suffer. Therefore, it is incumbent upon the Government to reorganise and give these Sub-Inspectors a time scale, and a graded pay, and I think it will be only a modest re-organisation that will be necessary. If we start them on Rs. 60 with Rs. 5 increment to come to Rs. 100 at the end of 10 years, they would have something to look forward to, because most of them will have to retire in the same grade in which they are now working.

And if, at the time they retire, they can get the salaries with which they started, as their pensions, then, they will have some prospects before them and some incentive to turn out good work. And what does it matter to us in the country, if a change in the appellation would bring some satisfaction to them as well? So I suggest their names may be changed into Ins-

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pectors, and these Inspectors be given a graduated pay on time scale to be attained to by good work and character.

Mr. K. S RAMA AYYAR.

Sir, I beg to second the proposition.

PRESIDENT.

Will you kindly explain the changes ?

Mr. SHEIK ABDUL QADIR SAHIB BAHADUR.

The resolution is based on the fact that there is discontent among the superior staff of the department. Change of designation is no remedy, unless it is accompanied by an increase of pay. This should be followed by the change of designation of the Division Inspectors, and the proportionate increase in their pay. The question is, therefore, intimately connected with the question of finance. In view of the contemplated Retrenchment Committee, the question may be put off, until they finish their work and submit their report. It will be time then to think of these changes.

PRESIDENT.

The Retrenchment Committee will be seeing to this question also.

Mr. A. B. SALEM.

I have no objection to withdraw. I am advocating the cause of the people who are on the other side.

Mr. SHEIK ABDUL QUADIR SAHIB BAHADUR.

I am not opposing it. We cannot suggest a large increase. That is on the ground of finance. The Retrenchment Committee will have to say something about it and may suggest the means.

Mr. A. B. SALEM.

I think there will be provision from the savings of the department. There are only 18 appointments. If they are given an increase of Rs. 5 each, it will only come to Rs. 90.

Mr. SHEIK ABDUL QADIR SAHIB BAHADUR.

Increase of pay, increase of allowances, etc., all these points have got to be considered, and the Government will ask the Commissioner—who is always prepared to do good—to place before them a proposal regarding the improvement of the conditions of the subordinates. When the Retrenchment Committee does its work, the Commissioner will also try his best to have the pay of these posts increased. This resolution is not going to be lost sight of by the Government.

Mr. I. E. AMBOOKEN.

Let me know, Sir, whether any representation has been brought to the Government by the officers themselves?

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PRESIDENT.

There are a number of petitions from Sub-Inspectors—all of them running on the same lines. I may ask for information whether there was any Inspector or Sub-Inspector who sent up complaints.

Mr. A. B. SALEM.

I want information. It is difficult for them to move in this matter. They have got disciplinary rules.

PRESIDENT.

But they may put in written representations.

Mr. A. B. SALEM.

I know, Sir, it is difficult for them to ventilate their grievances.

PRESIDENT.

The Government have sanctioned the formation of the Police Officers' Union, I suppose? The Police Commissioner is making rules so that, whatever grievances they may have, may be remedied by representation to the Government.

Mr. A. B. SALEM.

I think it would be better, if the Government will accept the resolution on principle. It would give them some satisfaction that the Government is really going into the matter. Of course, it need not be brought into effect at once. Of course, it will take some time, at least, six months. Let them only accept the principle.

Mr. SHEIK ABDUL QADIR SAHIB BAHADUR.

That is what the Police Commissioner has been all along saying.

Mr. M. KRISHNA MENON.

Do they deserve it?

Mr. A. B. SALEM.

I don't wish to press the resolution to a division in the face of the assurance that the Government will consider the matter sympathetically.

The motion for the withdrawal of Salem's resolution was put to votes and carried.

President's Concluding Speech.

PRESIDENT.

Members of the House, it is now time to bring the present sitting of this legislative session to a close, and in doing so, I do not wish to detain the Council with any lengthy remarks. I thought we might keep on till the usual time of 5 p. m., but

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